

6 June 1961

MEMORANDUM FOR: Deputy Director (Intelligence)
Deputy Director (Plans)
Deputy Director (Support)
Inspector General
General Counsel

SUBJECT : Coordination of Proposed Regulation [REDACTED]
Categories of Personnel

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1. In accordance with our discussion at the Career Council meeting on 25 May 1961, I am attaching for your further consideration and review by your staff officers a draft regulation redefining the basic categories of personnel used by the Agency. This regulation would rescind Regulation [REDACTED], Personnel Policy which is now in effect and would replace Regulation [REDACTED]. The Career Staff of the Central Intelligence Agency, which was rescinded effective 7 February 1961.

2. You will recall that the Career Council recommended, and the Director of Central Intelligence approved, changes in the requirements for membership in the Career Staff as well as in the mechanism for selecting personnel for career employee status. Specifically, the Council recommended that a minimum age requirement of 25 be established in addition to the three year service requirement and that primary responsibility for the selection of individuals for career employee status be assigned to the heads of Career Service. These changes have been reflected in the attached draft. The Council also discussed the desirability of changing terminology to avoid confusion among the terms Career Service Program, the Career Services, and the Career Staff. This has been accomplished by adopting the term Career Employee to describe the individuals who comprise the Career Staff and discontinuing use of the latter term.

3. The attached draft is intended to define more precisely the standing of individuals who are potential Career Employees but who have not met the age and service requirements to be considered for such status. It also specifies the action to be taken if an individual fails to be selected for Career Employee status. It provides for employment on a term basis (either Temporary or Reserve) of individuals who may be needed for specific requirements but who are ineligible for or not interested in career employment.

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4. This draft is silent on the advantages and obligations inherent in Career Employee status beyond those generally stated or implied in the definition of this category. Our objective in this regulation is to establish an appointment structure which will differentiate among the kinds of employees engaged by the Agency in terms of significant differences in their intended use and the duration of their employment. It is believed that such an appointment structure will permit far more effective application of the existing Agency program of personnel management and in particular will foster the continuing evolution of a strong career service in the Agency.

5. In putting this new regulation into effect, we believe that we should automatically convert employees who are now members of the Career Staff to Career Employee status and apply the new requirements and selection processes to those who have not been previously selected into the Career Staff.

6. Because the rescission of Regulation [REDACTED] has created a number of questions regarding the status of members of the Career Staff and has generally been the source of confusion about the Agency's intentions regarding career service, we are anxious to obtain your approval of this regulation at an early date. Would you let us have your comments or concurrence as soon as possible so that this material can be put in final form for publication.

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[REDACTED]
Acting Director of Personnel

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Attachment

Distribution:

15 each to DD/I, DD/P, DD/S
3 each to IG, Gen Counsel

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